

22nd December 2008



❖ NOTICE ❖

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TO: FORSTAFF AND QANTAS MEMBERS

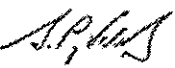
RE: FORSTAFF REJECTED AT BALLOT

We were pleased today to hear that the ballot of employees working for Forstaff at Avalon has been overwhelmingly rejected. 72.2% voted no with only 27.8% in favour of the offer. The real drive for a better wage agreement starts from today. At the six information meetings I attended a number of key issues were raised as stumbling blocks and one of those matters needs to be addressed immediately. This being the relationship of the two unions involved in wage negotiations.

The ALAEA have said for two years that co-operation between unions is essential. During the ballot lead up, we were disappointed that the ALAEA and AWU had differing opinions on what should be contained in the new agreement. I have written to the State Secretary of the AWU offering our hand of friendship in order for us to work as one to improve what is clearly an unacceptable EBA offer. My letter to the AWU is attached.

With or without union co-operation we will be seeking fresh negotiations with management with a view to improving conditions and payments including –

- The removal of compulsory cross-utilisation
- The removal of the requirement to give 4 weeks notice to take leave
- Payments for crane, tug and forklift drivers
- Inclusion of a 1 point payment for 747-400 ER variation
- Elimination of the potential abuse of the stand down clause
- Fixing the poor wording of clause 6.8 absence from duty
- Staff travel improvements


STEVE PURVINAS
Federal Secretary

"To undertake supervise and certify for the safety of all who fly."

22nd December 2008

Mr Cesar Melhem
State Secretary Victoria
Australian Workers Union
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cc. Jeff Lawrence

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Dear Cesar,

The EBA ballot of employees working at Forstaff Avalon has been overwhelmingly rejected. It goes without saying that our two unions have not seen eye to eye over the past 12 months and a new agreement is no closer now than it was a year ago. The ALAEA would like to put the past behind us and offers our co-operation to obtain an improved deal that is accepted and recommended by both unions.

During the information meetings some key aspects of the offer met stiff resistance from the employees in attendance. They are –

- Compulsory cross-utilisation
- The requirement to give 4 weeks notice to take leave
- No payments for crane, tug and forklift drivers
- No 1 point payment for 747-400 ER variation
- Potential abuse of the stand down clause
- Poor wording of clause 6.8 absence from duty
- Lack of real staff travel improvements

We invite you to add to this list any matters that the AWU considers worthy. The ALAEA would seek an understanding from you that neither union will support an offer to the workforce until both parties are satisfied with the content. I look forward to your confirmation that the AWU is prepared to work with the ALAEA for the benefit of all employees at the Avalon facility.

Stephen Purvinas
Federal Secretary

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